

March 18, 2019

The United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of Canada (UA Canada) are pleased to announce the launch of our new National Parental Wellness Program. This program is the first of its kind in the construction industry in Canada. It has been created to help our members during pregnancy and the crucial first year of life of a new child. UA Canada believes in the health and safety of our expectant members and recognizes the importance of the first formative year of development during which one or both parents must focus on the needs of their child.

The UA Canada National Parental Wellness Program will provide financial assistance to expecting female members who would otherwise need to continue working in the trades in an environment that could pose a risk to both the mother and unborn child. This program will instead allow these members to take paid time off prior to the birth of their child without having to exhaust their federal government employment insurance maternity/parental benefits.

UA Canada is also introducing our Parental and Maternity EI Supplementary Benefit. This Benefit plan will provide a supplementary top up to assist families financially while they are off work caring for children during their first year of life. This top up will work in conjunction with EI Maternity Benefits and/or EI Parental Benefits, allowing the Mother and/or Father to stay at home, creating a family bond unburdened by the financial loss that can come with taking paternity and maternity leave.

“Recruitment and retention are crucial in the construction industry. With the skills shortage that we are experiencing in Canada, it is imperative that we take care of our membership. We must show that we support our members throughout their entire career, including their personal lives, or we risk losing the highly skilled and well-trained professionals within our industry. Creating an environment in which family is valued is the key to retention in our industry. This will shift construction culture to become more inclusive, and in turn, ensure that we will continue to have the most skilled workforce in the piping industry.” Alanna Marklund - National Manager for Youth, Diversity and Indigenous Relations.

The National Parental Wellness Program will promote a welcome change in construction culture, and by doing so, will increase diversity on our jobsites. UA Canada is committed to maintaining the highest standards for our members and their families.

- Parental Wellness Benefit will pay qualifying members the equivalent of the current EI amount for up to 24 weeks during pregnancy
- Maternity EI Supplementary Benefit will provide qualifying members with a top up for a maximum of 15 weeks while they are receiving EI Maternity Benefits
- Parental EI Supplementary Benefit will provide qualifying members who are mothers or fathers with a top up for a maximum of 35 weeks while they are receiving EI Parental Benefits

UA Canada is extremely proud of this initiative and is dedicated to bettering the quality of life for all of our members and their families.

Sincerely,



Steve Morrison
International Vice President – District 6
UA Director of Canadian Affairs
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